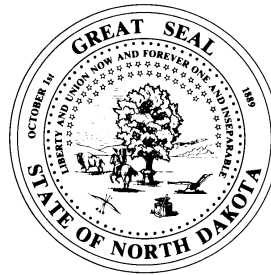


# Dickinson Benefits 2004 Survey



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## SUMMARY

On May 17, 2004, benefit survey forms were mailed to 686 Dickinson area employers. Completed surveys were received from 394 businesses for a response rate of 57.4 percent. Of the total responses, 376 (95.4 percent) of the firms were privately owned and 18 (4.6 percent) were in the government sector. Listed below are the number and percent of usable responses by industry.

Major NAICS Industry Groups	Number	Percent
11 Agriculture, Forestry, Fishing, Hunting	1	0.3%
21 Mining	5	1.3%
22 Utilities	2	0.5%
23 Construction	40	10.2%
31-33 Manufacturing	21	5.3%
42 Wholesale Trade	18	4.6%
44-45 Retail Trade	73	18.5%
48-49 Transportation and Warehousing	12	3.0%
51 Information	6	1.5%
52 Finance and Insurance	27	6.9%
53 Real Estate, Rental and Leasing	8	2.0%
54 Professional, Scientific, and Technical Services	27	6.9%
55 Management of Companies	0	0.0%
56 Admin., Support, Waste Management & Remedial Services	18	4.6%
61 Educational Services	3	0.8%
62 Health Care and Social Assistance	49	12.4%
71 Arts, Entertainment and Recreation	7	1.8%
72 Accommodation and Food Services	26	6.6%
81 Other Services (Except Public Admin.)	45	11.4%
92 Public Administration	6	1.5%
<b>Total</b>	<b>394</b>	<b>100.0%</b>

In order to paint a better picture of the benefits North Dakota employers are providing to their employees, two survey forms were mailed to each employer. One survey pertained to salaried personnel, while the other dealt with hourly personnel. A total of 343 Hourly Surveys and 247 Salaried Surveys were completed by the 394 responding firms. Listed below are the number and percentage of usable surveys by survey category.

	Number	Percent
Hourly Personnel	343	87.1%
Salaried Personnel	247	62.7%

All benefits were computed from data voluntarily provided by the sampled employers. Reviews were performed on the data by Job Service staff to eliminate discrepancies.

**Fringe Benefits Survey Results  
Clerical/Production/Hourly Personnel**

# FRINGE BENEFITS SURVEY RESULTS

## Hourly Personnel

<b>VACATION - TIME OFF</b>		<b>Vacation Days Off With Pay</b>							
<b>Years of Employment</b>		<b>0</b>	<b>1 - 5</b>	<b>6 - 10</b>	<b>11 - 15</b>	<b>16 - 20</b>	<b>21 - 25</b>	<b>26 +</b>	<b>NR*</b>
First Year		40.6%	33.0%	17.8%	7.1%	0.5%	1.0%	0.0%	0.0%
Fifth Year		29.7%	12.2%	35.3%	17.8%	2.0%	1.5%	1.0%	0.5%
Tenth Year		29.4%	7.1%	26.1%	23.6%	8.6%	2.5%	1.5%	1.0%
Fifteenth Year		29.2%	6.9%	22.8%	20.6%	11.2%	5.1%	2.8%	1.5%
Twentieth Year		29.2%	6.6%	21.3%	18.5%	12.4%	6.6%	3.6%	1.8%
Twenty-fifth Year		28.9%	6.6%	20.8%	17.5%	12.2%	8.4%	3.8%	1.8%
Thirtieth Year		28.9%	6.6%	20.3%	18.0%	11.7%	7.1%	5.6%	1.8%
<b>Holidays With Pay Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N**</b>	<b>NR</b>
		36.3%	2.3%	5.6%	25.4%	14.0%	8.6%	6.1%	1.8%
<b>Days of Paid Sick Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		54.1%	3.0%	6.3%	12.2%	3.3%	7.9%	10.4%	2.8%
<b>Days of Paid Extended Sick*** Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		70.1%	1.3%	2.0%	5.8%	0.8%	2.0%	14.7%	3.3%
<b>Days of Paid Family Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		71.8%	1.3%	1.8%	3.0%	0.5%	1.0%	17.3%	3.3%
<b>Days of Unpaid Family Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		32.5%	0.5%	1.0%	0.5%	0.0%	2.8%	60.2%	2.5%
<b>Days of Paid Funeral Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		54.3%	5.1%	6.6%	1.5%	0.3%	0.3%	29.9%	2.0%
<b>Days of Paid Jury Duty Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		52.3%	1.5%	1.0%	0.5%	0.0%	0.8%	41.6%	2.3%
<b>Days of Paid Military Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		59.4%	0.5%	0.0%	0.0%	0.0%	1.5%	33.5%	5.1%

\* NR = Non-response

\*\* A/N = As Needed

\*\*\* To care for immediate family members

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS

Hourly Personnel

## INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
<b>Employee Health Plan Provided</b>										
<b>Full-time</b>	50.8%	47.7%	1.5%							
Percentage of single plan paid by company				1.5%	1.3%	9.6%	8.1%	29.2%	47.7%	2.5%
Percentage of family plan paid by company				14.7%	2.8%	10.4%	6.6%	14.0%	47.7%	3.8%
<b>Part-time</b>	10.2%	83.2%	6.6%							
Percentage of single plan paid by company				1.5%	1.5%	2.3%	2.3%	2.5%	83.2%	6.6%
Percentage of family plan paid by company				2.3%	1.5%	2.8%	2.0%	1.5%	83.2%	6.6%
<b>Employee Dental Plan Provided</b>										
<b>Full-time</b>	22.6%	75.4%	2.0%							
Percentage of single plan paid by company				4.6%	1.8%	4.1%	4.3%	7.9%	75.4%	2.0%
Percentage of family plan paid by company				8.6%	1.5%	3.6%	3.8%	5.1%	75.4%	2.0%
<b>Part-time</b>	7.4%	80.7%	11.9%							
Percentage of single plan paid by company				2.5%	0.5%	2.0%	1.0%	1.3%	80.7%	11.9%
Percentage of family plan paid by company				3.3%	0.5%	1.5%	1.0%	1.0%	80.7%	11.9%
<b>Employee Life Insurance Provided</b>										
<b>Full-time</b>	27.7%	71.1%	1.3%	1.8%	2.8%	3.0%	1.0%	19.0%	71.1%	1.3%
<b>Part-time</b>	7.1%	81.7%	11.2%	2.5%	1.0%	0.3%	0.0%	3.3%	81.7%	11.2%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS Hourly Personnel

## INSURANCE

	YES	NO	NR	Percentage Paid by Company						
				0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
<b>Employee Vision Plan Provided</b>										
<b>Full-time</b>	13.5%	85.3%	1.3%							
Percentage of single plan paid by company				2.8%	1.0%	2.0%	1.8%	5.6%	85.3%	1.5%
Percentage of family plan paid by company				5.1%	0.8%	2.5%	1.5%	3.3%	85.3%	1.5%
<b>Part-time</b>	4.8%	81.7%	13.5%							
Percentage of single plan paid by company				2.0%	0.0%	2.0%	0.0%	0.8%	81.7%	13.5%
Percentage of family plan paid by company				2.5%	0.0%	1.8%	0.0%	0.5%	81.7%	13.5%
<b>Short-Term Disability Plan Provided</b>										
<b>Full-time</b>	14.2%	84.5%	1.3%							
Percentage of single plan paid by company				4.8%	0.8%	1.5%	0.3%	6.6%	84.5%	1.5%
Percentage of family plan paid by company				8.9%	0.3%	1.3%	0.5%	2.8%	84.5%	1.8%
<b>Part-time</b>	3.6%	83.0%	13.5%							
Percentage of single plan paid by company				2.0%	0.0%	0.3%	0.0%	1.3%	83.0%	13.5%
Percentage of family plan paid by company				3.3%	0.0%	0.0%	0.0%	0.3%	83.0%	13.5%
<b>Long-Term Disability Plan Provided</b>										
<b>Full-time</b>	14.0%	84.5%	1.5%	3.6%	0.8%	2.3%	0.3%	6.9%	84.5%	1.8%
<b>Part-time</b>	4.6%	84.8%	10.7%	2.0%	0.3%	0.0%	0.0%	2.3%	84.8%	10.7%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS Hourly Personnel

## RETIREMENT

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
<b>Formal Retirement Plan Provided</b>										
<b>Full-time</b>	46.7%	52.5%	0.8%	3.3%	20.6%	10.2%	0.8%	10.7%	52.5%	2.0%
<b>Part-time</b>	14.0%	81.5%	4.6%	2.0%	6.1%	2.3%	0.3%	3.3%	81.5%	4.6%

## SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
<b>Salary Reviewed</b>	62.9%	9.6%	2.0%	22.3%	3.0%

	Merit	Cost of Living	Combination	Longevity	None	NR
<b>Type of Increase</b>	31.2%	7.4%	48.5%	3.3%	6.3%	3.3%

	YES	NO	Don't Know	NR	Average Amount
<b>Percent of employers who gave pay raises last year</b>	78.9%	18.5%	N/A	2.5%	6.2%
<b>Percent of employers planning on giving pay raises next year</b>	45.7%	8.9%	41.1%	4.3%	5.6%

**Benefits as a Percentage of Annual Salary per Employee** 18.1%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
<b>Percent of employers paying amount of benefits indicated</b>	2.8%	10.9%	14.5%	12.7%	4.8%	0.5%	0.0%	53.8%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent



# FRINGE BENEFITS SURVEY RESULTS Hourly Personnel

## OTHER BENEFITS

	YES	NO	N/A*	NR**
<b>Accumulation of Vacation Days Allowed</b>	32.5%	35.5%	28.9%	3.0%
<b>Conversion of Accumulated Vacation Leave</b>	14.0%	51.5%	28.9%	5.6%
<b>Alternate Day Off Granted When Holiday Falls on Saturday or Sunday</b>	36.5%	45.4%		18.0%
<b>Accumulation of Sick Leave Allowed</b>	16.5%	23.6%	54.1%	5.8%
<b>Conversion of Accumulated Sick Leave</b>	3.8%	36.5%	54.1%	5.6%
<b>Flextime Scheduling</b>	26.6%	70.1%		3.3%
<b>Paid Day Care Assistance Offered</b>	2.5%	96.2%		1.3%
<b>On-site Day Care Facilities</b>	1.8%	96.7%		1.5%
<b>Employer Paid Training</b>	68.0%	27.4%		4.6%
<b>Employer Paid Education</b>	38.8%	56.1%		5.1%
<b>Club Membership</b>	10.2%	83.2%		6.6%
<b>Employee Discount on Services or Merchandise</b>	55.6%	40.1%		4.3%
<b>Employer Provided Stocks</b>	2.0%	91.6%		6.3%
<b>Employee Stock Purchase Plan</b>	5.1%	88.8%		6.1%
<b>Employer Paid Liability Insurance</b>	11.2%	81.2%		7.6%
<b>Employees May Work Out of Home</b>	7.6%	86.0%		6.3%
<b>Employee Assistance Program</b>	18.5%	74.9%		6.6%
<b>Miscellaneous Benefits Offered in Cafeteria Style Plan</b>	7.4%	82.0%		10.7%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

**Fringe Benefits Survey Results  
Management/Professional/Salaried Personnel**

# FRINGE BENEFITS SURVEY RESULTS

Salaried Personnel

<b>VACATION - TIME OFF</b>		<b>Vacation Days Off With Pay</b>							
<b>Years of Employment</b>		<b>0</b>	<b>1 - 5</b>	<b>6 - 10</b>	<b>11 - 15</b>	<b>16 - 20</b>	<b>21 - 25</b>	<b>26 +</b>	<b>NR*</b>
First Year		36.0%	33.2%	18.5%	10.2%	1.0%	1.0%	0.0%	0.0%
Fifth Year		26.6%	9.6%	38.1%	19.3%	3.3%	1.5%	1.0%	0.5%
Tenth Year		26.4%	6.6%	26.1%	23.9%	10.9%	3.3%	1.8%	1.0%
Fifteenth Year		26.4%	5.8%	22.8%	21.6%	12.2%	6.3%	3.3%	1.5%
Twentieth Year		26.4%	5.8%	20.6%	19.3%	13.7%	8.4%	4.3%	1.5%
Twenty-fifth Year		26.1%	5.8%	20.1%	18.3%	13.5%	10.2%	4.6%	1.5%
Thirtieth Year		26.1%	5.8%	19.5%	18.3%	13.5%	8.9%	6.3%	1.5%
<b>Holidays With Pay</b>									
<b>Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N**</b>	<b>NR</b>
		31.0%	1.3%	5.1%	26.6%	14.7%	10.2%	9.4%	1.8%
<b>Days of Paid Sick</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		46.7%	2.8%	6.1%	13.2%	3.0%	10.4%	15.7%	2.0%
<b>Days of Paid Extended Sick***</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		64.2%	0.8%	2.5%	6.1%	1.0%	1.8%	20.6%	3.0%
<b>Days of Paid Family</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		66.2%	1.3%	1.5%	3.8%	0.8%	1.3%	21.6%	3.6%
<b>Days of Unpaid Family</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		29.7%	0.5%	0.8%	1.0%	0.0%	3.3%	61.9%	2.8%
<b>Days of Paid Funeral</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		47.0%	5.3%	7.6%	1.5%	0.3%	0.3%	36.0%	2.0%
<b>Days of Paid Jury Duty</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		44.9%	1.8%	0.5%	0.5%	0.0%	1.0%	49.0%	2.3%
<b>Days of Paid Military</b>									
<b>Leave Per Year</b>		<b>0</b>	<b>1 - 2</b>	<b>3 - 4</b>	<b>5 - 6</b>	<b>7 - 8</b>	<b>9 +</b>	<b>A/N</b>	<b>NR</b>
		53.8%	0.3%	0.0%	0.0%	0.0%	2.3%	39.1%	4.6%

\* NR = Non-response

\*\* A/N = As Needed

\*\*\* To care for immediate family members

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS

Salaried Personnel

## INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
<b>Employee Health Plan Provided</b>										
<b>Full-time</b>	54.6%	44.4%	1.0%							
Percentage of single plan paid by company				1.5%	1.3%	9.1%	8.1%	33.2%	44.4%	2.3%
Percentage of family plan paid by company				14.7%	2.8%	10.4%	7.4%	17.3%	44.4%	3.0%
<b>Part-time</b>	11.2%	82.5%	6.3%							
Percentage of single plan paid by company				1.8%	1.0%	3.6%	2.0%	2.8%	82.5%	6.3%
Percentage of family plan paid by company				2.3%	1.0%	3.8%	2.0%	2.0%	82.5%	6.3%
<b>Employee Dental Plan Provided</b>										
<b>Full-time</b>	24.4%	74.4%	1.3%							
Percentage of single plan paid by company				5.3%	1.8%	4.6%	4.3%	8.1%	74.4%	1.5%
Percentage of family plan paid by company				8.9%	1.3%	3.8%	3.6%	5.3%	74.4%	2.8%
<b>Part-time</b>	8.1%	80.7%	11.2%							
Percentage of single plan paid by company				3.3%	0.8%	2.0%	0.8%	1.3%	80.7%	11.2%
Percentage of family plan paid by company				4.1%	0.8%	1.5%	0.8%	0.8%	80.7%	11.4%
<b>Employee Life Insurance Provided</b>										
<b>Full-time</b>	30.2%	68.8%	1.0%	2.3%	3.3%	4.1%	1.0%	19.5%	68.8%	1.0%
<b>Part-time</b>	7.1%	81.5%	11.4%	2.3%	0.8%	0.5%	0.0%	3.6%	81.5%	11.4%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS Salaried Personnel

## INSURANCE

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A*	NR**
<b>Employee Vision Plan Provided</b>										
<b>Full-time</b>	15.5%	83.8%	0.8%							
Percentage of single plan paid by company				3.3%	0.8%	2.5%	1.8%	6.6%	83.8%	1.3%
Percentage of family plan paid by company				5.3%	0.5%	3.0%	1.5%	4.3%	83.8%	1.5%
<b>Part-time</b>	5.6%	82.2%	12.2%							
Percentage of single plan paid by company				2.5%	0.0%	2.0%	0.3%	0.8%	82.2%	12.2%
Percentage of family plan paid by company				2.8%	0.0%	2.0%	0.0%	0.5%	82.2%	12.4%
<b>Short-Term Disability Plan Provided</b>										
<b>Full-time</b>	16.2%	83.0%	0.8%							
Percentage of single plan paid by company				5.6%	1.0%	1.8%	0.5%	7.4%	83.0%	0.8%
Percentage of family plan paid by company				10.2%	0.3%	1.3%	0.8%	2.8%	83.0%	1.8%
<b>Part-time</b>	5.1%	83.0%	11.9%							
Percentage of single plan paid by company				2.8%	0.0%	0.3%	0.0%	2.0%	83.0%	11.9%
Percentage of family plan paid by company				4.6%	0.0%	0.0%	0.0%	0.5%	83.0%	11.9%
<b>Long-Term Disability Plan Provided</b>										
<b>Full-time</b>	15.5%	83.0%	1.5%	3.3%	1.3%	2.5%	0.5%	7.6%	83.0%	1.8%
<b>Part-time</b>	4.8%	84.0%	11.2%	1.8%	0.5%	0.0%	0.0%	2.5%	84.0%	11.2%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS Salaried Personnel

## RETIREMENT

	Percentage Paid by Company									
	YES	NO	NR	0%	1-25%	26-50%	51-75%	76-100%	N/A *	NR**
<b>Formal Retirement Plan Provided</b>										
<b>Full-time</b>	47.7%	51.3%	1.0%	3.0%	20.6%	10.7%	0.8%	11.2%	51.3%	2.5%
<b>Part-time</b>	15.5%	79.7%	4.8%	2.3%	5.8%	2.8%	0.3%	3.8%	79.7%	5.3%

## SALARY POLICY

	Annually	Semi-Annually	Biennially	Other	NR
<b>Salary Reviewed</b>	62.7%	8.6%	2.8%	22.8%	3.0%

	Merit	Cost of Living	Combination	Longevity	None	NR
<b>Type of Increase</b>	27.4%	5.8%	48.2%	2.8%	8.9%	6.9%

	YES	NO	Don't Know	NR	Average Amount
<b>Percent of employers who gave pay raises last year</b>	70.8%	26.6%	N/A	2.5%	6.0%
<b>Percent of employers planning on giving pay raises next year</b>	41.6%	13.7%	39.3%	5.3%	5.5%

**Benefits as a Percentage of Annual Salary per Employee** 19.5%

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51%+	NR
<b>Percent of employers paying amount of benefits indicated</b>	2.0%	10.4%	13.7%	14.0%	4.6%	0.8%	0.8%	53.8%

\* N/A = Not Applicable

\*\* NR = Non-response

NOTE: All percentages have been rounded to the nearest tenth of a percent

# FRINGE BENEFITS SURVEY RESULTS Salaried Personnel

## OTHER BENEFITS

	YES	NO	N/A*	NR**
<b>Accumulation of Vacation Days Allowed</b>	32.7%	38.3%	26.1%	2.8%
<b>Conversion of Accumulated Vacation Leave</b>	14.5%	54.3%	26.1%	5.1%
<b>Alternate Day Off Granted When Holiday Falls on Saturday or Sunday</b>	40.6%	43.1%		16.2%
<b>Accumulation of Sick Leave Allowed</b>	19.5%	26.4%	46.7%	7.4%
<b>Conversion of Accumulated Sick Leave</b>	4.3%	41.9%	46.7%	7.1%
<b>Flextime Scheduling</b>	26.4%	70.3%		3.3%
<b>Paid Day Care Assistance Offered</b>	2.3%	96.4%		1.3%
<b>On-site Day Care Facilities</b>	2.0%	96.2%		1.8%
<b>Employer Paid Training</b>	68.3%	27.7%		4.1%
<b>Employer Paid Education</b>	43.1%	52.3%		4.6%
<b>Club Membership</b>	12.2%	81.5%		6.3%
<b>Employee Discount on Services or Merchandise</b>	55.6%	40.4%		4.1%
<b>Employer Provided Stocks</b>	3.6%	90.4%		6.1%
<b>Employee Stock Purchase Plan</b>	5.3%	88.6%		6.1%
<b>Employer Paid Liability Insurance</b>	12.9%	79.9%		7.1%
<b>Employees May Work Out of Home</b>	9.1%	84.8%		6.1%
<b>Employee Assistance Program</b>	19.3%	74.1%		6.6%
<b>Miscellaneous Benefits Offered in Cafeteria Style Plan</b>	7.9%	82.0%		10.2%

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**Job Service North Dakota  
Dickinson Benefits Survey**  
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